



Office of Personnel

Leading the Supply Corps into the Next Century

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Director of Supply Corps Personnel**



Agenda

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I. ...As a New Captain

- *Ethics*
- *Mentoring*
- *Accessions*
- *Detailing*
- *1700 Community*
- *Sea Board*
- *Fitness Report Finesse*
- *Selection Boards - you're the member*

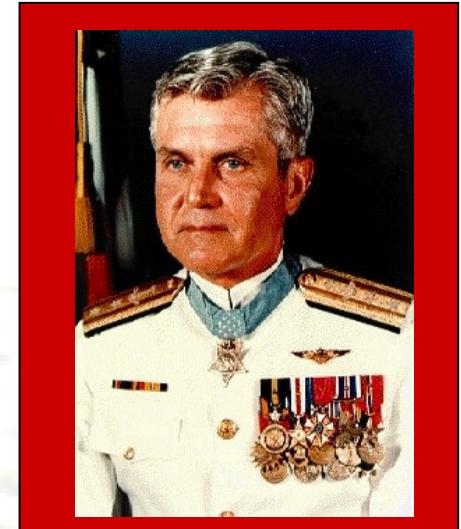
II. Summary



Ethics...As a New Captain

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- ***Be the leader...be the example***
- ***Choose the high ground***
- ***It's the right thing to do***
- ***It shows others the right thing to do***
- ***Do it for...***
 - ***Your ship***
 - ***Your shipmate***
 - ***Yourself***
 - ***Your Navy***



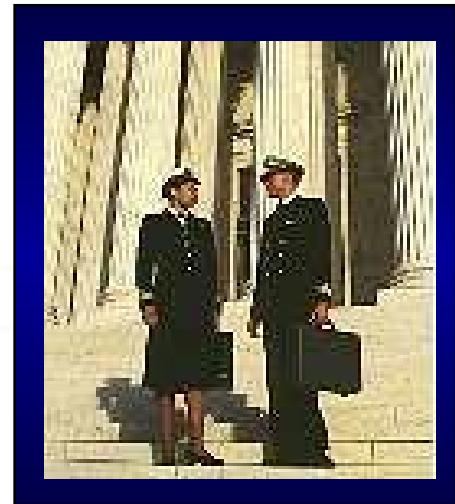
- ***Honor those you serve with and***



Mentoring

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- ***Junior Office Mentoring Guide***
 - *On the NAVSUP Web Page*
- ***NSCS - Mentoring Resource Center***
- ***Be a Good Mentor***
 - *Compete Well!*
 - *Performance is the foundation!*
 - *Service reputation is critical!*
 - *Many different paths to success*





Mentoring

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- **Warfare Pins**
 - *One is enough*
- **PG School**
 - *810A at Athens is a success story*
 - *Getting Officer to school earlier in the process*
 - *Three years after selection is the goal*
- ***Don't Leave out OP!***

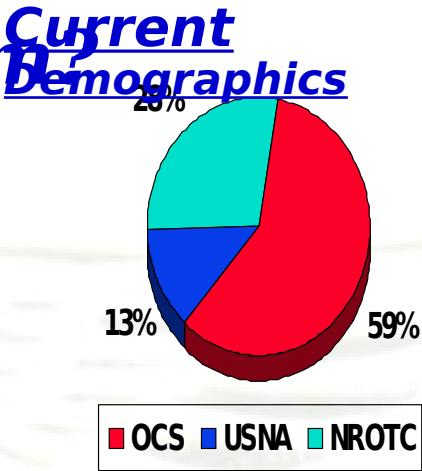


Retention & Accessions



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- *Where Do We Come From?*
- OCS
- NROTC
- USNA
- *Recruiting Assistance Program Established*
- *Retention is the Number One Issue*





Detailing

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Rules of the Road

- ***The Chief Approves All Details***
- ***Captains Must be Flexible and Mobile***
- ***Needs of the Navy drive early (or late) roles***



1100 (1700) Community

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- *Some Common functions exist between Fleet Support and Supply Corps missions:*
 - *Financial Management (0031)*
 - *Operational Logistics (0043)*
 - *Information Technology (0089)*
 - *Operations Analyst (0042)*
 - *Contracts (1306)*
 - *Transportation (1304)*
- *Supply Corps may expand traditional functions*
 - *Personnel*
 - *Shore Station Management*
- *No Final Decisions have been made*

Brief CNP late September.



Commander Sea Duty



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- ***Flash in August of each year ... administrative board***
- ***Commanders eligible with 1 Sep DOR prior to current board***
- ***CDR can apply up to year prior to screening for O-6***
- ***Only those who submit a request will be screened***
- ***Number selected will equal platforms rolling plus a small pool for contingencies***
- ***Results announced prior to slating***
- ***Slating based on qualifications, detailing***



Fitness Report Finesse



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• *Grades*

- *Maintain a record of your average; PERS 311 can provide a report if requested by letter*
- *Protect your average*
- *Averages were “re-centered” in 1997*

• *Look at the whole picture*

- *Incoming Officers*
- *Job Performance*
- *Job Rotation*
- *The individual officer's*
- *Promotions*
- *Progression through tour*





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- ***Make the hard decisions***
 - ***Break out the top performers***
 - ***Two “MP’s” can hurt both officers when an “EP” is available***
- ***Use back of FITREP to explain grades if necessary (block 41)***

The right thing - some of your toughest decisions



Selection Boards - you're the member



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Selection Boards - you're the member



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- ***Vote to Brief***
 - ***All Below Zone Records***
 - ***OSR/PSR Projected With No Annotations***
 - ***Vote to Brief or Drop From Further Consideration***

- ***Full Review***
 - ***All Above Zone and In Zone and Selected Below Zone***
 - ***OSR/PSR, FITREPS, Photos, Awards, Fiche 5, and correspondence by at least two members***
 - ***Annotate Trends, Significant Accomplishments, and Qualifications***
 - ***Sometimes a letter to the selection board***



Selection Boards - you're the member



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- **Tank**
 - **Records Briefed**
 - **Select Top Records**
 - **Drop from Further Consideration Low Scoring Records**
 - **Crunch**
 - **Repeat**

- **Things to Consider**
 - **Timing of Promotions/FITREPS**
 - **Relative Seniority**
 - **Sea Board Select**
 - **Service College Selections**



Selection Boards - you're the member



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- **Promotion Observations**
 - *Performance in competitive jobs is #1 indicator*
 - *Tour quality is key*
 - *AQDs, Masters degree, and subspecialties are indicators of qualifications, experience and skill*
 - *Joint and Acquisition are Important*

- **Types of Officers**
 - *There are excellent officers...and officers with excellent records ...many of the former will not be promoted.*



Summary

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You are the Supply Corps

- *You'll set the course for the first decade of the new millennium*
- *You will witness more changes than the last 30 years have seen*
- *Your role as a mentor comes with great responsibility ...they all look up to you!*

Congratulations! You've earned it!